Question/ Prompt suggestions

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| **G**  Goal  What do you want to achieve? | * What do you want to achieve? * What would you like to happen that isn’t happening now? * Can you paint a picture of what this would look like? * Where do you want to be a month from now? A year from now? * Are you sure you have defined your goal for this session/project? * Is your goal SMART? (Strategic, measurable, Realistic, Timed, Valuable, Attractive, Achievable?) * Can we achieve what you want in the time available? Does it need to be broken into several goals? (short, mid & long term) |
| **R**  Reality  What is happening at the moment? | * What is happening at the moment? * How sure are you that this is an accurate representation of the situation? * Who is affected by it? * What action steps have you taken so far? * How much control do you personally have over the outcome? * Who else has some control over it and how much? * What obstacles will need to be overcome along the way? * What resources do you have? – time, skill, enthusiasm, energy, money, support etc * What other resources do you need? Where will you get them from? * If you could have one wish in relation to this issue, what would it be? * Do you need to redefine your immediate or long term goals (if yes – start the grow sheet again). |
| **O**  Options  What are all the options? | * What are the different ways you could approach this? * What are the alternatives? * What else could you do? * What could you do with unlimited resources? Can you do any of this with what you have? * What would you do if you could start all over again, clean sheet, new team etc * What are the advantages & disadvantages of each option? * Which would give the best result? * Which solution feels best? Appeals most? * Would you like me to make a suggestion? |
| **W**  Work/Way Forward  What will you do to move forward? | * Which option or options will you choose? * What are your criteria and measurements for success? * When precisely are you going to start and finish each action step? * What personal resistance (if any) do you have to taking these steps? * What might get in the way? * Who needs to know what your plans are? * What support do you need and from whom? How will you get it? * Is there anything else you want to talk about now or are we finished? * When would you like to meet again? |

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| **W**  Work/Way Forward  What will you do to move forward? |  |